



HALIFAX

Conversation with the Women's Advisory Committee of Halifax about HRM's Women and Gender Equity Strategy

2022-04-29

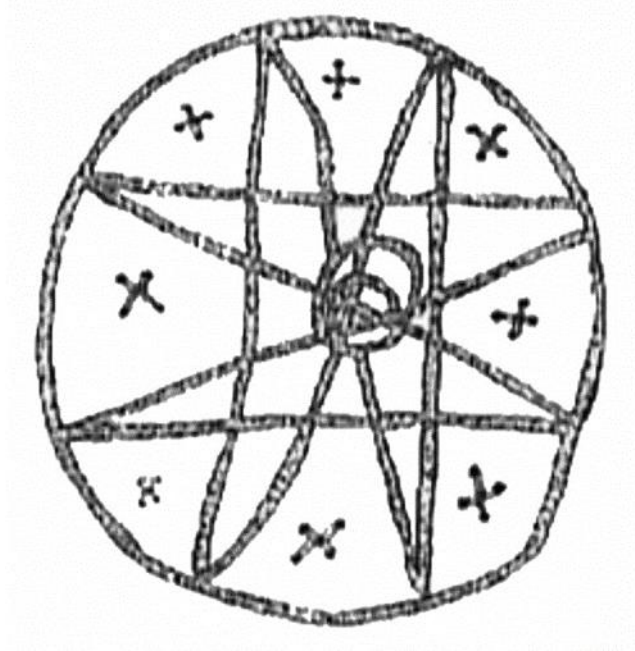
**The Office Of Diversity and Inclusion/African Nova
Scotian Affairs Integration Office**

Access & Privacy Statement

This meeting will be audio and/or video recorded, and notes will be taken for the purpose of creating a record of the proceedings and to inform the strategy development. If you do not agree please leave the meeting now.

We do encourage you to provide a written submission via email to hemstoc@halifax.ca.

Land Acknowledgement



Introductions



Agenda

-Introductions to HRM team, the Women and Gender Equity Strategy and the engagement process

-Share how we understand some key terms/language

-Summarize what services the Municipality provides to residents

-Gather your input for the Women and Gender Equity Strategy

-Open conversation and closing

What is the Women and Gender Equity Strategy?

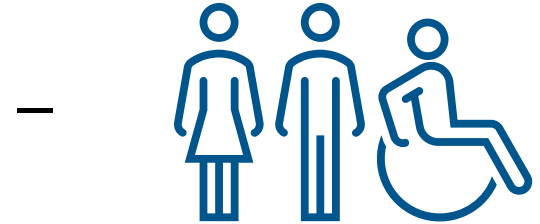


A guiding document that will help Halifax Regional Municipality to advance gender equality in the region.

Guiding Principles



- Collaboration
- Intersectionality
GBA+
- Accessibility
- ReconciliACTION



Our community partners

- YMCA- Greater Halifax/Dartmouth – Centre for Immigrant Programs
- The Youth Project
- ISANS
- Nova Scotia Native Women's Association
- JustFood Action Plan for the Halifax Region – Halifax Food Policy Alliance
- Nova Scotia League for Equal Opportunities
- Femmes Action Halifax

Our process

September 2021 onwards

● Planning, information gathering and scanning (internal and external)

October onwards

● Conversations with community partners

January to Summer 2022

● Public engagement with residents from diverse communities throughout Halifax Regional Municipality

Variety of ways to participate in-person & online

Summer 2022 and beyond

● Development of "What We Heard Report"

Creation of Women and Gender Equity Strategy

We are here



HALIFAX

What we mean when we say...

Gender equality refers to the equal rights, responsibilities and opportunities of women, gender diverse and non-binary people, men and everyone along the gender spectrum. Definition adapted from UN Women

Gender equity is the process or practice that will help us achieve gender equality. Equity means giving everyone what they need to succeed. Source: HRM's Diversity and Inclusion Framework



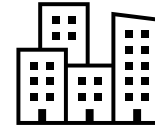
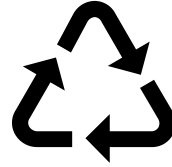
What we mean when we say...

Sex refers to a person's biological and physiological characteristics. An individual's sex is most often designated by a medical assessment at the moment of birth. This is also referred to as birth-assigned sex. Examples: Female, male, intersex.

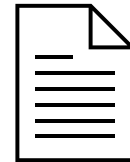
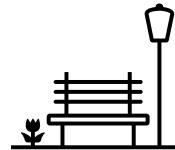
Gender refers to the roles, behaviours, activities, and attributes that a given society or culture may construct or consider appropriate for people who identify as "men," "non-binary," "two-spirit" or "women." It can result in stereotyping and limited expectations about what people can and cannot do.

Overview of municipal services

- Home and Property
- Transportation
- Fire and Police
- Business
- Parks and Recreation
- City Hall
- Multilingual 311



**Health care, financial support, and housing are taken care of by other government organizations.*

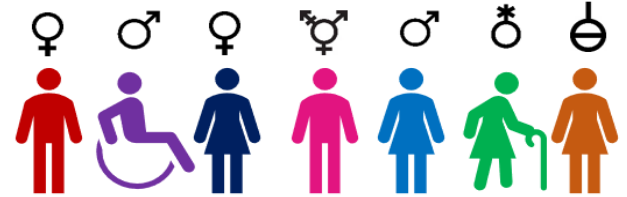


Visioning

Example: Seeing myself and people of all genders reflected in municipal government and administration.

Step 1: Fill in this statement

When I imagine a city that has achieved gender equality, it looks like...



Example: A place that is safe for all women, girls, gender diverse, non-binary and Two-spirit people.

Vision to Action - HRM's Mandate



Step 2: Discuss these questions:

1. What resources, services or supports can the Municipality provide to help make this vision a reality?

Example: Lower cost recreation programs specifically for women and girls.



Vision to Action- Top 3 Priorities

2. What are the **3 most important priorities** that you believe the ***Women and Gender Equity Strategy*** should include to make life for women, girls, gender diverse and non-binary people living and working in HRM better?



Any other comments, questions or reflections?



Thank you and when you'll hear from us

- We commit to sharing the results of the *What We Heard Report* with our partners and residents via email and Halifax.ca
- We will continue to communicate with you as the strategy is developed and when we have new updates!
- Have more to share? Email HRM at hemstoc@halifax.ca.

Thank
You

